

**About this Notice**

This notice entitled, "New Health Insurance Marketplace Coverage Options and Your Health Coverage" is mandated by the health care reform law known as the Affordable Care Act ("ACA"). ACA requires employers to provide this notice to all new employees within 14 days of hire. The notice provides information from the US Department of Labor (DOL) regarding Health Insurance Marketplace ("Marketplace") coverage. The State of Vermont ("the State") has provided information specific to health coverage offered to Classified, Confidential, and Exempt employees in Part B of the below notice from the DOL .

As a Classified, Confidential, or Exempt employee, you are eligible to participate in the State's Group Health Insurance Program, and therefore do not need to shop for different or additional insurance through the Marketplace. The State's coverage meets the individual mandate standard, and is expected to be of equal or greater value than the Marketplace coverage.

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**US DOL New Health Insurance Marketplace Coverage Options and Your Health Coverage**

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**PART A: General Information**

When key parts of the health care law take effect in 2014, there will be a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment based health coverage offered by your employer.

**What is the Health Insurance Marketplace?**

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

**Can I Save Money on my Health Insurance Premiums in the Marketplace?**

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

**Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?**

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit. <sup>1</sup>

**Note:** If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution as well as your employee contribution to employer-offered coverage- is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

**How Can I Get More Information?**

For more information about your coverage offered by your employer, please check your summary plan description or contact Employee Benefits at 1-855-828-6700 (option 1, option 3).

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

<sup>1</sup>

An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.

**PART B: Information About Health Coverage Offered by Your Employer**

This section contains information about any health coverage offered by your employer. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

<b>3. Employer Name</b> State of Vermont		<b>4. Employer Identification Number (EIN)</b> 03-6000274	
<b>5. Employer Address</b> 120 State Street—5th Floor		<b>6. Employer phone number</b> 1-855-828-6700 (option 1, option 3)	
<b>7. City</b> Montpelier	<b>8. State</b> Vermont	<b>9. ZIP code</b> 05620-2505	
<b>10. Who can we contact about employee health coverage at this job?</b> Employee Benefits Unit			
<b>11. Phone number (if different from above)</b>		<b>12. Email address</b> DHR.Benefits@vermont.gov	

Here is some basic information about health coverage offered by this employer:

**As your employer, we offer a health plan to:**

☐ All employees. Eligible employees are:

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☒ Some employees. Eligible employees are:

Classified, Confidential, Exempt
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**With respect to dependents:**

☒ We do offer coverage. Eligible dependents are:

Spouse, Child, Domestic Partner
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☐ We do not offer coverage.

☒ If checked, this coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

\*\*\*Even if your employer intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.

If you decide to shop for coverage in the Marketplace, [HealthCare.gov](https://www.healthcare.gov) will guide you through the process.